

**Human Capital Management**  
**National Aeronautics and Space**  
**Administration (NASA) – PMA**  
**Human Capital Implementation**

**Key Benefit** – Improved preparation for filling skill gaps due to employee retirement; new hiring system eliminated 40,000 work hours a year

**Background**

*Federal aerospace agency with an operating budget of \$16.5 billion and over 20,000 employees located in ten centers. NASA is currently in the midst of an implementation of the five PMA initiatives*

**Challenges**

*Years of downsizing had produced skill imbalances in many areas, as well as a threat of further loss of experience and corporate knowledge due to retirement. NASA needed to address these skill gaps and prevent competency gaps.*

**Resolution and Benefits**

*Implement a Strategic Human Capital Plan – designed to identify Agency-wide near and long term competency needs as well as a way to identify the current workforce's abilities.*

*Initiate a Competency Management System (CMS) – an Agency-wide inventory database of competencies of current employees and current competency needs of NASA.*

*Improve Hiring Mechanisms – implemented online application system, reducing time to fill vacancies, with more applicants per position and saves around 40,000 work hours a year.*

*Develop Leadership Model – governs how NASA develops employees to fill four key leadership roles – influence leaders, managers/supervisors, senior leaders, and executives.*